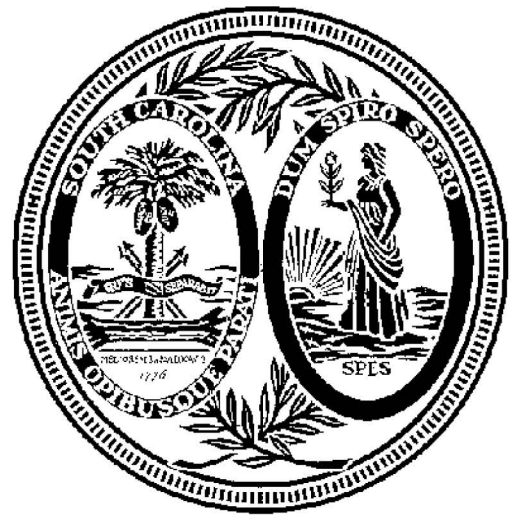


Florence County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information

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EXECUTIVE SUMMARY

Population

Florence County's population growth has been slower than the state's in recent years.

Future population growth is expected to be slower.

Florence County attracts workers from a wide area beyond its borders.

But most of its workers live in the county.

Income

Per capita income growth is slightly better than South Carolina and the nation.

Florence County's per capita income was virtually the same as the state average from 1996 to 2006.

Florence County's average wages are just below the state's averages, but there is variance among various industries and occupations.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the areas of business management, health, mechanics and repair, and computer and information sciences.

Occupations

These occupational groups are expected to have faster growth in Florence County than in the state:

Business and financial operations, architecture and engineering, legal, protective service, farming and forestry, and production.

Requirements for Florence County's workers are expected to grow in the following levels of education and experience:

Moderate-term on-the-job training, work experience in a related field, associate's degree, bachelor's degree, and master's degree or higher.

Industry

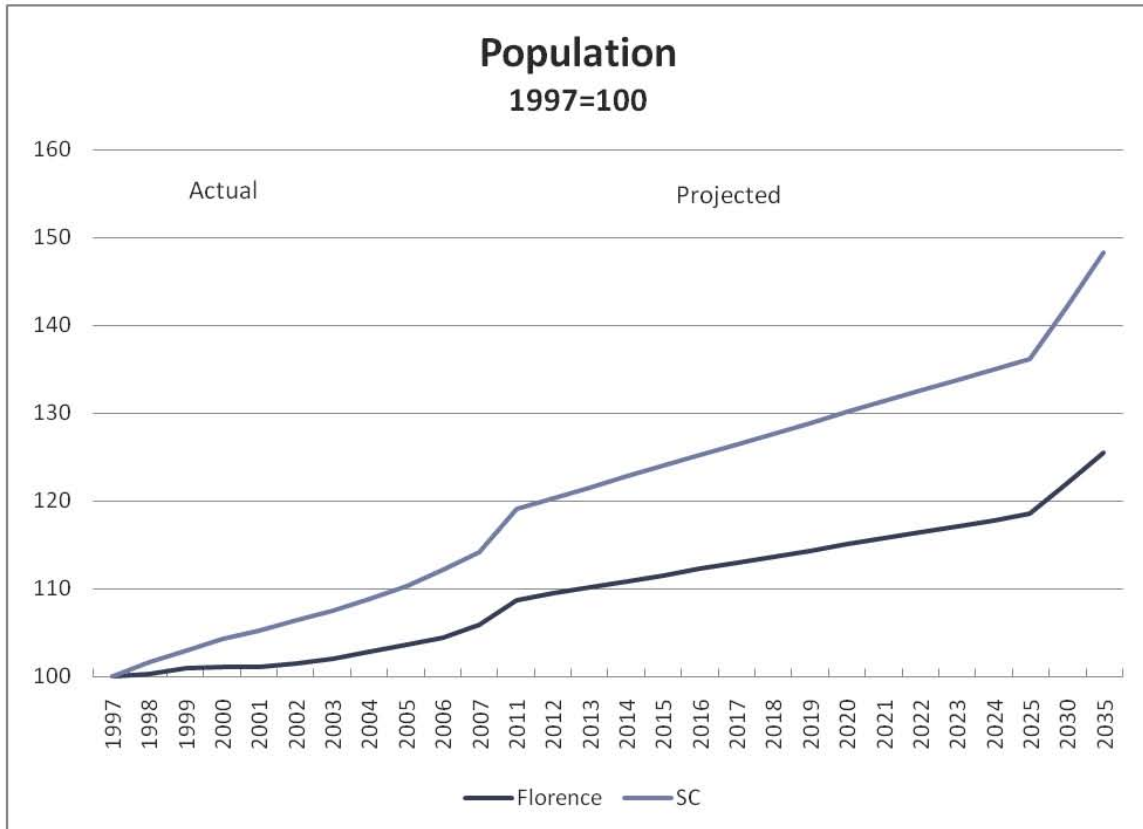
Sectors rated as having high potential in Florence County are as follows:

Healthcare, wood product manufacturing, nonmetallic mineral product manufacturing, machinery manufacturing, warehousing and storage, management of companies and enterprises, merchant wholesalers, paper manufacturing, and fabricated metal product manufacturing.

POPULATION

Growth

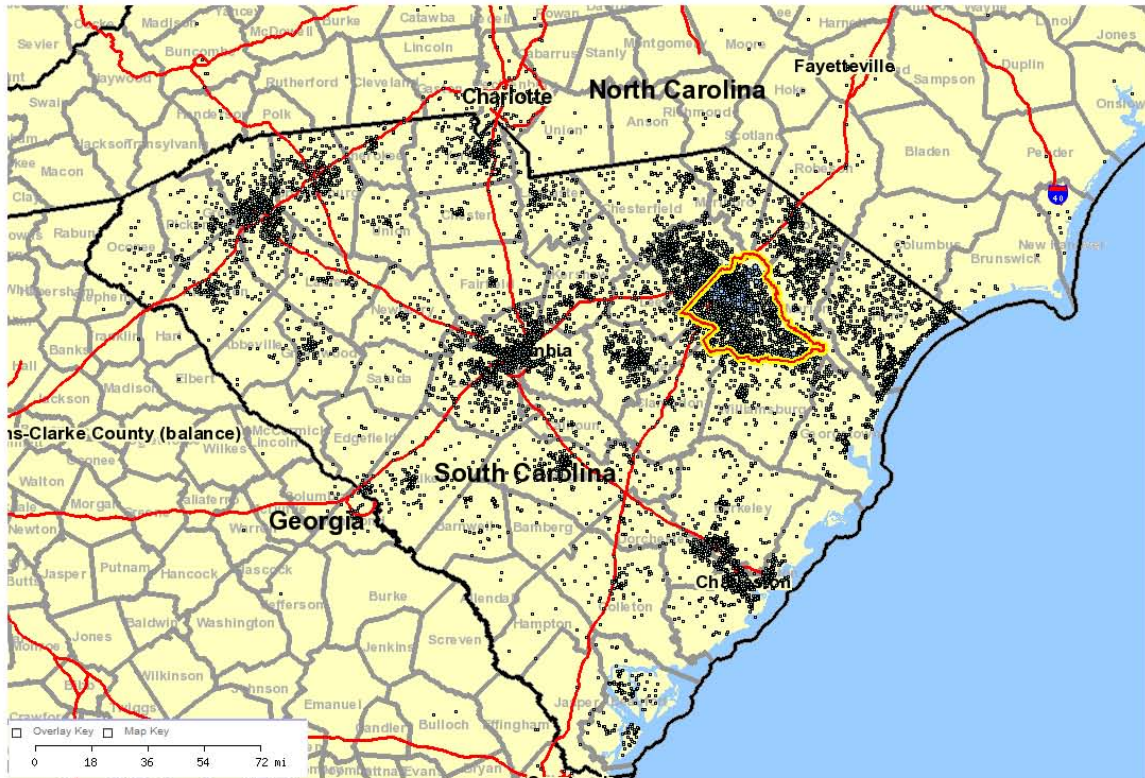
Florence County's 2007 population was 131,886. The county population has grown by 5.9% since 1997, compared to 14% for South Carolina. Florence's future population growth is expected to be slower than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Florence County workers come from (in 2004, latest available data). As can be seen, Florence County draws workers from across South Carolina and across the border in the bordering North Carolina counties, but most live within the county.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	25.8%
31 to 54	58.7%
55 or older	15.5%

Earnings of Workers:

\$1,200 per month or less	30.7%
\$1,201 to \$3,400 per month	47.4%
More than \$3,400 per month	22.0%

States Where Workers Live:

South Carolina	97.5%
North Carolina	0.7%
All other locations	1.7%

Counties Where Workers Live:

Florence, South Carolina	57.3%
Darlington, South Carolina	11.7%
Horry, South Carolina	3.2%
Richland, South Carolina	2.7%
Marion, South Carolina	2.6%
Sumter, South Carolina	2.0%
Dillon, South Carolina	1.7%
Charleston, South Carolina	1.6%
Williamsburg, South Carolina	1.5%
Lexington, South Carolina	1.5%
All Other Locations	14.4%

Cities Where Workers Live:

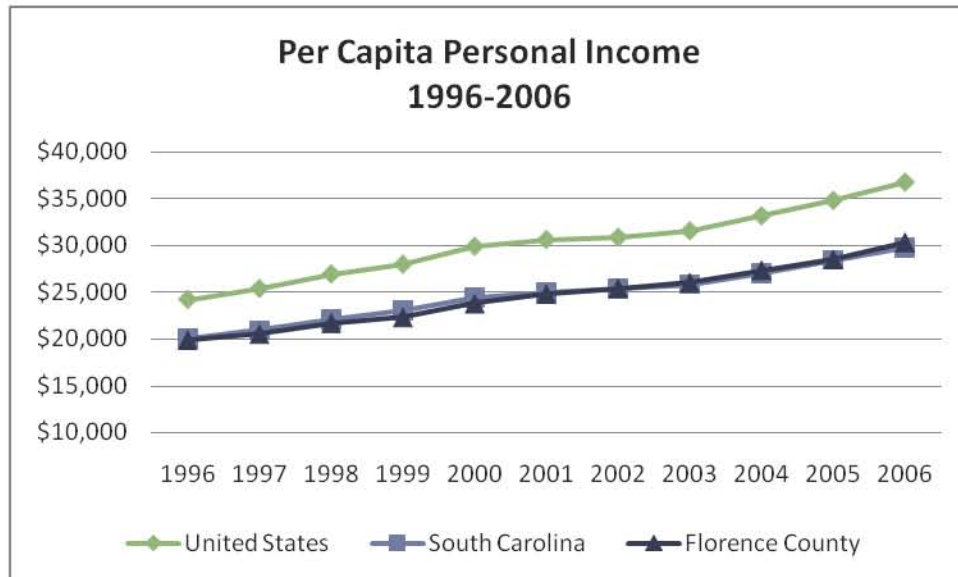
Florence, South Carolina	14.9%
Lake City, South Carolina	2.6%
Darlington, South Carolina	1.5%
Timmons ville, South Carolina	1.0%
Columbia, South Carolina	0.7%
Marion, South Carolina	0.6%
Hartsville, South Carolina	0.6%
Sumter, South Carolina	0.6%
Charleston, South Carolina	0.5%
Johnsonville, South Carolina	0.4%
All Other Locations	76.6%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

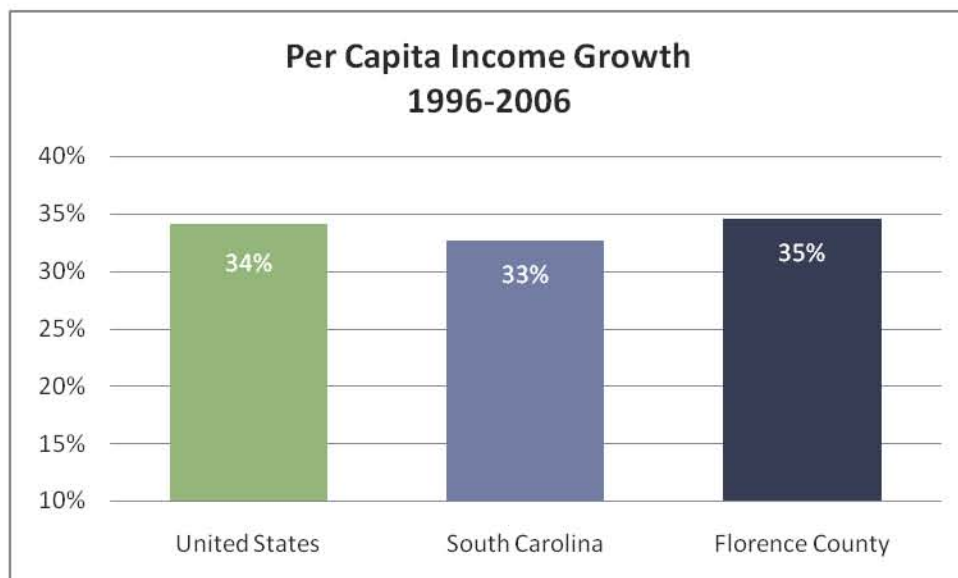
Per Capita Income

Florence County's per capita income is virtually the same as the state's.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Florence County's per capita income growth has been better than state and national growth. As a result, Florence County is holding steady in this key measure of economic vitality.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Florence County's average wages are just below those of South Carolina (\$636 vs. \$680 in 2007). Average wages were up 11% in Florence County over the past five years. All major sectors had growth over the past five years.

Industry	NAICS Code	2007 Average Weekly Wage	2002 Average Weekly Wage	Change
Total, Private and Government		\$636	\$569	11%
Construction	23	731	579	21
Manufacturing	31-33	879	716	19
Wholesale Trade	42	782	667	15
Retail Trade	44-45	429	397	7
Transportation and Warehousing	48-49	714	586	18
Information	51	673	569	15
Finance and Insurance	52	774	733	5
Real Estate and Rental and Leasing	53	562	470	16
Professional and Technical Services	54	956	754	21
Management of Companies and Enterprises	55	911	886	3
Administration & Support & Waste Management & Remediation Services	56	394	371	6
Educational Services	61	377	297	21
Health Care and Social Assistance	62	724	716	1
Arts, Entertainment, and Recreation	71	322	256	20
Accommodation and Food Services	72	230	203	12
Other Services (Except Public Administration)	81	446	359	19
Federal Government		1,058	875	17
State Government		701	611	13
Local Government		666	580	13

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Florence County are significantly higher than state averages in the following occupational groups:

- Management
- Life, physical and social science
- Community and social services
- Education, training and library
- Healthcare practitioners
- Farming and forestry

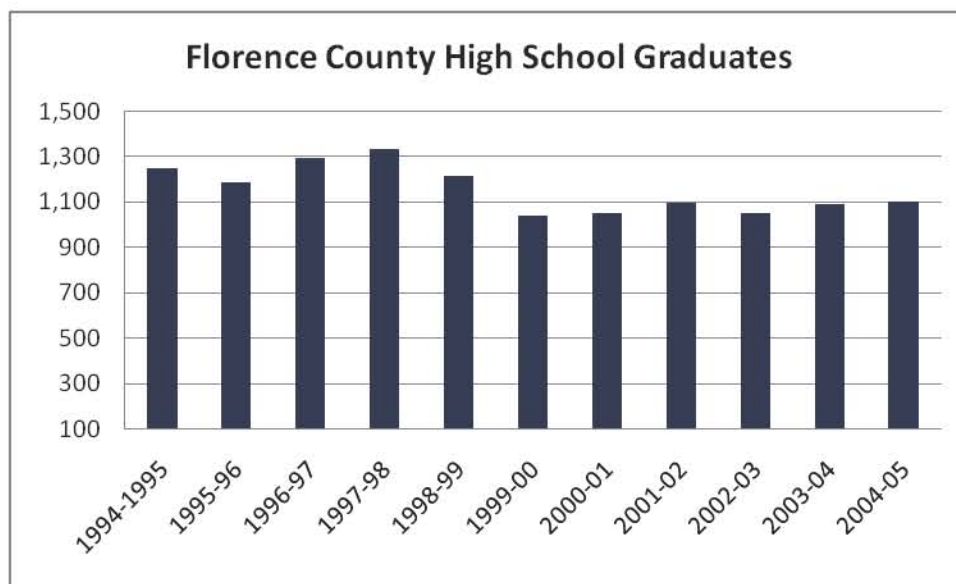
Occupation	2007 Florence County Median Hourly Wage	2007 SC Median Hourly Wage
Management occupations	\$28.88	\$28.78
Business and financial operations occupations	\$17.97	\$20.28
Computer and mathematical science occupations	\$22.70	\$26.20
Architecture and engineering occupations	\$26.43	\$30.22
Life, physical and social science occupations	\$23.41	\$22.76
Community and social services occupations	\$13.35	\$13.18
Legal occupations	\$27.40	\$30.68
Education, training and library occupations	\$24.78	\$24.42
Arts, design, entertainment, sports and media occupations	\$10.96	\$12.66
Healthcare practitioners and technical occupations	\$31.23	\$30.64
Healthcare support occupations	\$9.48	\$10.55
Protective service occupations	\$12.63	\$13.87
Food preparation and serving related occupations	\$8.24	\$7.90
Building and grounds cleaning and maintenance occupations	\$7.24	\$8.42
Personal care and service occupations	\$7.97	\$8.39
Sales and related occupations	\$13.25	\$13.48
Office and administrative support occupations	\$12.49	\$13.22
Farming, fishing, and forestry occupations	\$13.69	\$13.07
Construction and extraction occupations	\$16.28	\$16.51
Installation, maintenance and repair occupations	\$14.22	\$16.88
Production occupations	\$12.53	\$15.21
Transportation and material moving occupations	\$11.89	\$12.94

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Florence County students receiving high school diplomas fluctuated, but was lower by 144—or 12%—in 2005 than in 1995. In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 1,103 people received high school diplomas in Florence County in 2005. Since Florence County had only 45 fewer 12th grade students in 2004-05 than in 1994-95, these figures indicate an increasing incidence of not completing high school. Indeed, in Florence County, the number of students not passing the exit exam who received a certificate of completion instead of a diploma increased by 53 (to 110) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 1,400 more students graduated from higher educational institutions in the Pee Dee area in 2006 than in 1996, an increase of 23%. The greatest numerical increase was in business management fields.

Program	1996	2006	Change	% Change
Business Management and Administrative Services	910	1,229	319	26%
Health Professions and Related Sciences	1,056	1,332	276	21%
Mechanics and Repairers	142	254	112	44%
Computer and Information Sciences	118	226	108	48%
Construction Trades	77	168	91	54%
Public Administration and Services	65	155	90	58%
Social Sciences and History	259	348	89	26%
Education	513	590	77	13%
Biological Science/Life Sciences	200	276	76	28%
Communications	17	73	56	77%
Liberal Arts and Studies, General Sciences and Humanities	478	530	52	10%
Parks, Recreation, Leisure and Fitness Studies	21	73	52	71%
Visual and Performing Arts	63	102	39	38%
Personal and Miscellaneous Services	48	83	35	42%
Physical Sciences	34	65	31	48%
Foreign Languages and Literatures	3	16	13	81%
Psychology	144	156	12	8%
Precision Production Trades	89	99	10	10%
Law and Legal Studies	35	44	9	20%
Protective Services	225	234	9	4%
Philosophy and Religion	6	11	5	45%
Multi/Interdisciplinary Studies	27	28	1	4%
Engineering-Related Technologies	128	121	-7	-6%
Mathematics	45	24	-21	-88%
Agricultural Business and Production	44	20	-24	-120%
English Language and Literature/Letters	114	83	-31	-37%
Total	4,861	6,340	1,479	23%

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Central Carolina Technical College, Coastal Carolina University, Coker College, Florence-Darlington Technical College, Horry-Georgetown Technical College, McLeod Regional Medical Center School of Medical Technology, Morris College, Northeastern Technical College, Richmond Community College (NC), Robeson Community College (NC), South Piedmont Community College (NC), St. Andrews Presbyterian College (NC), University of North Carolina at Pembroke, University of South Carolina-Lancaster, and University of South Carolina-Sumter.

OCCUPATIONS

Occupational Projections

The following occupational groups are projected to grow faster in Florence County than in the state:

- Business and financial operations
- Architecture and engineering
- Legal
- Protective service
- Farming and forestry
- Production

See **Appendix A** for detailed occupational information.

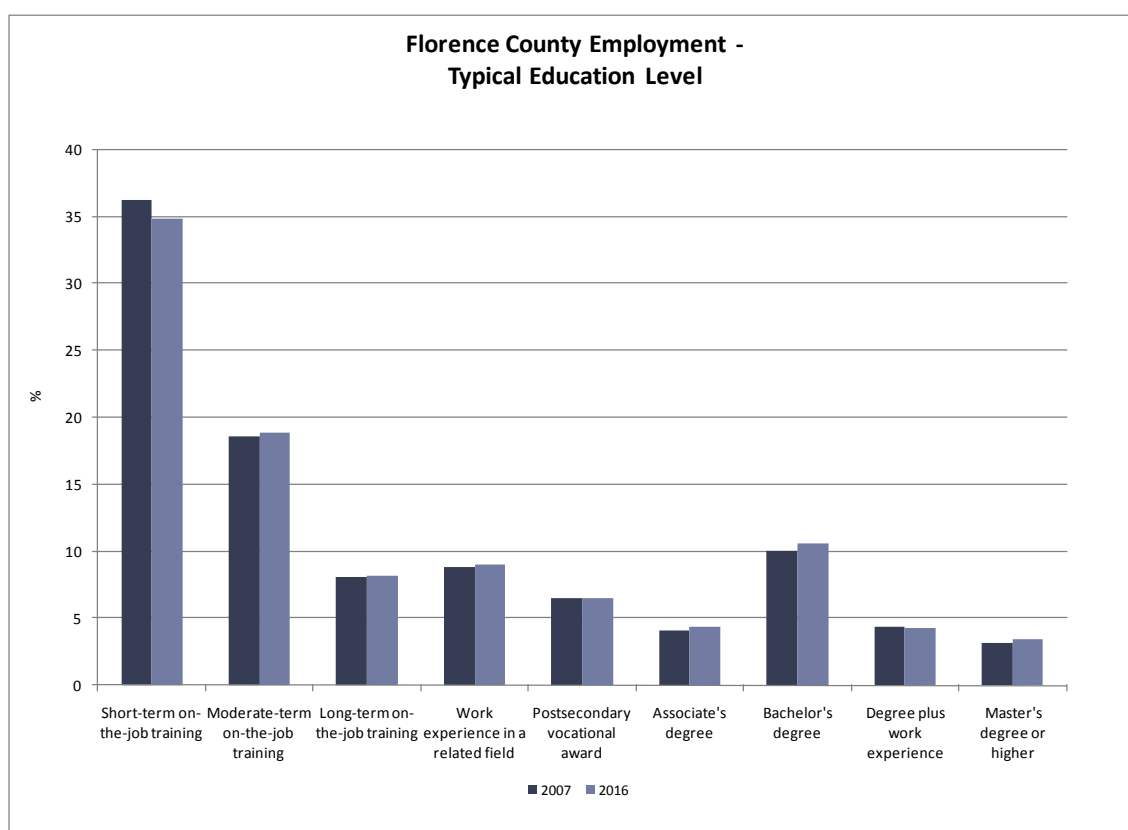
Occupation	2007-2016 Florence County Projected Growth	2007-2016 SC Projected Growth
Management occupations	14%	17%
Business and financial operations occupations	26	22
Computer and mathematical science occupations	20	23
Architecture and engineering occupations	24	15
Life, physical, and social science occupations	11	15
Community and social services occupations	15	15
Legal occupations	25	21
Education, training, and library occupations	16	16
Arts, design, entertainment, sports and media occupations	9	17
Healthcare practitioners and technical occupations	19	24
Healthcare support occupations	21	25
Protective service occupations	22	18
Food preparation and serving related occupations	10	13
Building and grounds cleaning and maintenance occupations	20	23
Personal care and service occupations	1	7
Sales and related occupations	10	19
Office and administrative support occupations	10	13
Farming, fishing, and forestry occupations	25	16
Construction and extraction occupations	11	19
Installation, maintenance, and repair occupations	15	17
Production occupations	17	10
Transportation and material moving occupations	9	11

Source: Economic Modeling Specialists, Inc.

Occupational Education Requirements

The trend for occupational growth shows that the greatest increase in demand in Florence County will be for workers with bachelor's degrees in fields such as business and engineering. Based on employment projections, Florence County is expected to see growth in requirements for the following levels of education and experience:

- Moderate-term on-the-job training
- Work experience in a related field
- Associate's degree
- Bachelor's degree
- Master's degree or higher



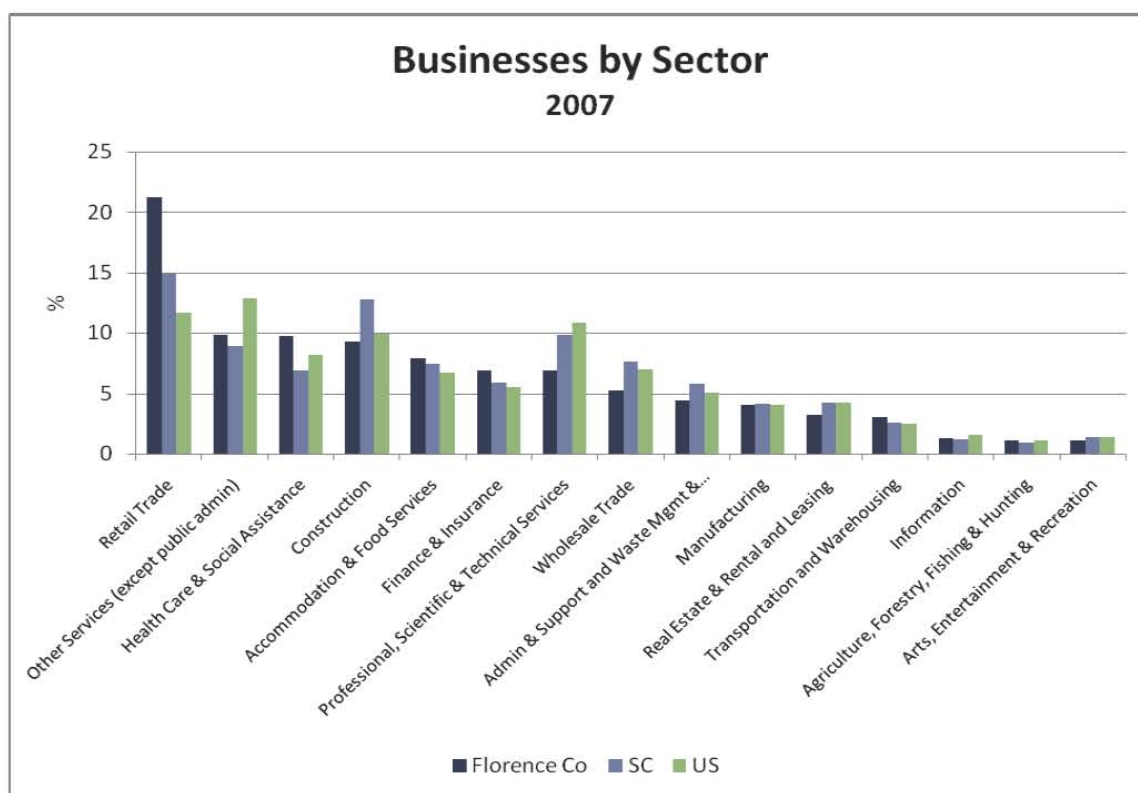
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Florence County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Health care and social assistance
- Accommodation and food services
- Finance and insurance
- Transportation and warehousing



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Florence County fell by 11% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, Florence County had higher growth in 10 industries compared to South Carolina and the U.S. Below is a list of those 10 industries along with their respective growth rates. Worth noting is the increase of seven in company headquarter locations (management of companies and enterprises).

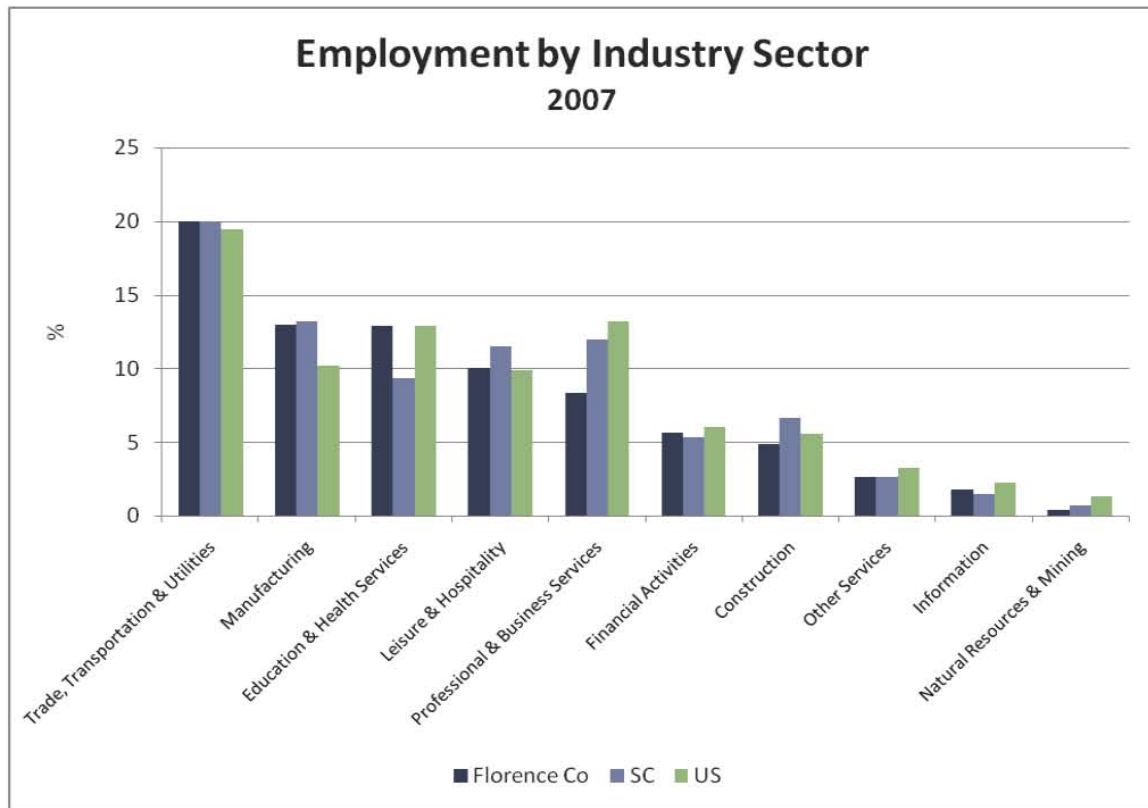
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Florence Co.	SC	US
Textile product mills	33.3	-10.6	-3.3
Paper manufacturing	28.6	12.2	-7.5
Nonmetallic mineral product manufacturing	37.5	4.0	3.0
Miscellaneous manufacturing	33.3	9.5	-0.9
Building material and garden equipment and supplies dealers	2.0	-8.8	0.9
Health and personal care stores	18.5	9.1	10.2
Sporting goods, hobby, book and music stores	13.3	-11.1	-6.5
Support activities for transportation	38.9	-6.0	7.6
Management of companies and enterprises	116.7	74.2	29.1
Educational services	46.7	14.1	23.7

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Florence County's employment is not greatly concentrated in any particular sectors compared to the state or nation. Trade, transportation and utilities is the dominant sector in Florence's labor market.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 75 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0% (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in Florence County?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$33,065 (2007 average for Florence County) (Does the sector pay wages greater than average for Florence County?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Industries of Note

Based on these criteria, the only “six star” sector in Florence County is ambulatory healthcare services. This sector can bring wealth into Florence County to the extent that the county provides medical services for those outside the county.

As indicated above, industry sectors that bring wealth into an area are important to the area’s economic well-being. Sectors that generate wealth from outside one’s regional area are referred to as the region’s base economy. The following are “five star” base economy sectors for Florence County:

- Wood product manufacturing (expected to have below-average growth)
- Nonmetallic mineral product manufacturing (products made from sand, gravel, stone, clay and refractory materials) (has a location quotient below 1.25, but above 1)
- Machinery manufacturing (expected to have below-average growth)
- Warehousing and storage (has a location quotient below 1.25, but above 1)
- Management of companies and enterprises (has a location quotient below 1)

Hospitals are another “five star” sector for Florence County (with a location quotient barely below the

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in Florence County after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in Florence County divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in Florence County compared to the US; based on 2007 data.*

1.25 standard). As noted above for ambulatory healthcare services, this sector can bring wealth into Florence County to the extent that the county serves as a regional provider of healthcare services.

Sectors which fit the base economy criteria, have above-average wages, have at least average concentration in the area (as indicated by the location quotient), and are projected to grow include the following:

- Merchant wholesalers, nondurable goods
- Paper manufacturing
- Fabricated metal product manufacturing
- Merchant wholesalers, durable goods

Appendix C has information on all factors for all sectors for Florence County.

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Florence County's labor market. We hope that it will help in advancing the progress of Florence County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Florence Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Florence's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Florence and its community?*

Over and above pure economic considerations, what is important to the citizens of the Florence community? How does Florence want to be perceived? What quality of life issues affect Florence? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Florence County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
11-1011	Chief executives	542	628	86	16	1.05	47.77	Degree plus work experience
11-1021	General and operations managers	982	1,029	47	5	1.15	29.43	Degree plus work experience
11-1031	Legislators	48	52	4	8	1.65	8.44	Degree plus work experience
11-2011	Advertising and promotions managers	20	21	1	5	0.79	22.65	Degree plus work experience
11-2021	Marketing managers	49	58	9	18	0.50	26.24	Degree plus work experience
11-2022	Sales managers	116	133	17	15	0.70	29.51	Degree plus work experience
11-2031	Public relations managers	24	29	5	21	0.96	26.75	Degree plus work experience
11-3011	Administrative services managers	185	210	25	14	1.62	22.48	Degree plus work experience
11-3021	Computer and information systems managers	64	78	14	22	0.49	31.61	Degree plus work experience
11-3031	Financial managers	219	259	40	18	0.71	36.82	Degree plus work experience
11-3041	Compensation and benefits managers	32	38	6	19	1.32	25.89	Degree plus work experience
11-3042	Training and development managers	19	24	5	26	1.27	34.91	Degree plus work experience
11-3049	Human resources managers, all other	17	19	2	12	0.58	37.30	Degree plus work experience
11-3051	Industrial production managers	115	136	21	18	1.57	28.18	Work experience in a related field
11-3061	Purchasing managers	47	57	10	21	1.47	24.50	Degree plus work experience
11-3071	Transportation, storage, and distribution managers	33	37	4	12	0.69	33.16	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	135	131	-4	-3	0.84	5.87	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
11-9012	Farmers and ranchers	670	645	-25	-4	0.85	5.85	Long-term on-the-job training
11-9021	Construction managers	288	343	55	19	0.84	20.98	Bachelor's degree
11-9031	Education administrators, preschool and child care center/program	41	40	-1	-2	0.66	10.13	Degree plus work experience
11-9032	Education administrators, elementary and secondary school	104	119	15	14	0.75	39.49	Degree plus work experience
11-9033	Education administrators, postsecondary	44	53	9	20	0.51	21.83	Degree plus work experience
11-9039	Education administrators, all other	27	34	7	26	0.60	22.52	Degree plus work experience
11-9041	Engineering managers	79	99	20	25	0.89	42.22	Degree plus work experience
11-9051	Food service managers	185	240	55	30	0.89	17.79	Work experience in a related field
11-9081	Lodging managers	40	61	21	53	0.60	43.23	Work experience in a related field
11-9111	Medical and health services managers	231	267	36	16	1.65	34.42	Degree plus work experience
11-9141	Property, real estate, and community association managers	364	517	153	42	0.68	9.15	Bachelor's degree
11-9151	Social and community service managers	38	45	7	18	0.54	15.43	Bachelor's degree
11-9199	Managers, all other	495	591	96	19	0.67	63.63	Work experience in a related field
13-1022	Wholesale and retail buyers, except farm products	50	54	4	8	0.63	23.24	Work experience in a related field
13-1023	Purchasing agents, except wholesale, retail, and farm products	125	155	30	24	0.93	18.09	Work experience in a related field
13-1031	Claims adjusters, examiners, and investigators	365	587	222	61	2.55	17.81	Long-term on-the-job training
13-1032	Insurance appraisers, auto damage	16	22	6	38	1.22	18.19	Long-term on-the-job training
13-1041	Compliance officers, except agriculture, construction, health and safety, and transportation	45	51	6	13	0.42	20.31	Long-term on-the-job training
13-1051	Cost estimators	70	80	10	14	0.62	23.39	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
13-1061	Emergency management specialists	16	19	3	19	2.73	14.47	Work experience in a related field
13-1071	Employment, recruitment, and placement specialists	72	85	13	18	0.76	16.30	Bachelor's degree
13-1072	Compensation, benefits, and job analysis specialists	44	54	10	23	0.81	18.95	Bachelor's degree
13-1073	Training and development specialists	84	102	18	21	0.83	18.98	Bachelor's degree
13-1079	Human resources, training, and labor relations specialists, all other	43	55	12	28	0.40	19.84	Bachelor's degree
13-1081	Logisticians	25	32	7	28	0.67	22.23	Bachelor's degree
13-1111	Management analysts	205	259	54	26	0.44	14.64	Degree plus work experience
13-1121	Meeting and convention planners	37	44	7	19	0.92	11.61	Bachelor's degree
13-1199	Business operation specialists, all other	459	586	127	28	0.94	17.04	Bachelor's degree
13-2011	Accountants and auditors	524	659	135	26	0.72	21.42	Bachelor's degree
13-2021	Appraisers and assessors of real estate	171	230	59	35	0.87	11.76	Postsecondary vocational award
13-2031	Budget analysts	27	32	5	19	0.95	19.95	Bachelor's degree
13-2041	Credit analysts	49	48	-1	-2	1.55	22.41	Bachelor's degree
13-2051	Financial analysts	65	92	27	42	0.42	18.71	Bachelor's degree
13-2052	Personal financial advisors	158	231	73	46	0.48	12.68	Bachelor's degree
13-2053	Insurance underwriters	88	105	17	19	1.73	18.04	Bachelor's degree
13-2071	Loan counselors	49	45	-4	-8	2.00	28.08	Bachelor's degree
13-2072	Loan officers	234	213	-21	-9	1.30	20.98	Bachelor's degree
13-2081	Tax examiners, collectors, and revenue agents	30	32	2	7	0.85	13.01	Bachelor's degree
13-2082	Tax preparers	101	108	7	7	1.86	11.81	Moderate-term on-the-job training
13-2099	Financial specialists, all other	56	53	-3	-5	0.81	15.12	Bachelor's degree
15-1021	Computer programmers	153	153	0	0	0.68	23.71	Bachelor's degree
15-1031	Computer software engineers, applications	38	50	12	32	0.15	29.81	Bachelor's degree
15-1032	Computer software engineers, systems software	25	30	5	20	0.14	38.33	Bachelor's degree
15-1041	Computer support specialists	147	173	26	18	0.56	16.27	Associate's degree
15-1051	Computer systems analysts	127	168	41	32	0.54	23.09	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
15-1061	Database administrators	11	14	3	27	0.20	21.32	Bachelor's degree
15-1071	Network and computer systems administrators	64	81	17	27	0.43	24.01	Bachelor's degree
15-1081	Network systems and data communications analysts	48	68	20	42	0.36	24.78	Bachelor's degree
15-1099	Computer specialists, all other	12	13	1	8	0.12	18.71	Associate's degree
17-1011	Architects, except landscape and naval	26	30	4	15	0.38	25.36	Bachelor's degree
17-1012	Landscape architects	21	25	4	19	0.67	19.15	Bachelor's degree
17-1022	Surveyors	25	29	4	16	0.84	15.83	Bachelor's degree
17-2041	Chemical engineers	65	55	-10	-15	4.65	36.87	Bachelor's degree
17-2051	Civil engineers	74	83	9	12	0.55	26.80	Bachelor's degree
17-2071	Electrical engineers	60	73	13	22	0.83	31.48	Bachelor's degree
17-2072	Electronics engineers, except computer	28	35	7	25	0.43	38.58	Bachelor's degree
17-2081	Environmental engineers	16	18	2	13	0.64	28.47	Bachelor's degree
17-2111	Health and safety engineers, except mining safety engineers and inspectors	21	18	-3	-14	1.70	34.47	Bachelor's degree
17-2112	Industrial engineers	149	232	83	56	1.58	31.93	Bachelor's degree
17-2131	Materials engineers	14	19	5	36	1.38	29.42	Bachelor's degree
17-2141	Mechanical engineers	129	163	34	26	1.23	31.63	Bachelor's degree
17-2161	Nuclear engineers	15	17	2	13	1.19	37.93	Bachelor's degree
17-2199	Engineers, all other	29	35	6	21	0.37	24.60	Bachelor's degree
17-3011	Architectural and civil drafters	29	31	2	7	0.53	18.29	Postsecondary vocational award
17-3012	Electrical and electronics drafters	10	11	1	10	0.55	20.07	Postsecondary vocational award
17-3013	Mechanical drafters	25	34	9	36	0.69	23.36	Postsecondary vocational award
17-3022	Civil engineering technicians	12	13	1	8	0.29	20.19	Associate's degree
17-3023	Electrical and electronic engineering technicians	125	149	24	19	1.55	16.65	Associate's degree
17-3026	Industrial engineering technicians	39	60	21	54	1.14	12.30	Associate's degree
17-3027	Mechanical engineering technicians	30	39	9	30	1.36	22.75	Associate's degree
17-3029	Engineering technicians, except drafters, all other	28	33	5	18	0.75	22.79	Associate's degree
17-3031	Surveying and mapping technicians	33	38	5	15	0.84	13.09	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
19-1032	Foresters	10	11	1	10	1.33	21.86	Bachelor's degree
19-2031	Chemists	50	55	5	10	1.28	24.32	Bachelor's degree
19-2041	Environmental scientists and specialists, including health	13	16	3	23	0.30	17.64	Master's degree
19-2042	Geoscientists, except hydrologists and geographers	12	15	3	25	0.59	15.96	Master's degree
19-3021	Market research analysts	47	53	6	13	0.37	17.25	Bachelor's degree
19-3022	Survey researchers	14	15	1	7	0.45	11.61	Bachelor's degree
19-3031	Clinical, counseling, and school psychologists	87	105	18	21	1.07	23.55	Doctoral degree
19-3032	Industrial-organizational psychologists	28	40	12	43	0.81	26.15	Master's degree
19-3039	Psychologists, all other	29	40	11	38	0.76	26.12	Master's degree
19-4031	Chemical technicians	127	110	-17	-13	4.46	23.25	Associate's degree
19-4091	Environmental science and protection technicians, including health	11	13	2	18	0.64	19.26	Associate's degree
21-1011	Substance abuse and behavioral disorder counselors	23	29	6	26	0.53	17.07	Master's degree
21-1012	Educational, vocational, and school counselors	118	137	19	16	0.98	20.78	Master's degree
21-1013	Marriage and family therapists	10	12	2	20	--	--	Master's degree
21-1014	Mental health counselors	15	19	4	27	0.29	13.42	Master's degree
21-1015	Rehabilitation counselors	66	78	12	18	0.97	14.45	Master's degree
21-1019	Counselors, all other	10	11	1	10	--	--	Master's degree
21-1021	Child, family, and school social workers	437	504	67	15	3.14	14.12	Bachelor's degree
21-1022	Medical and public health social workers	134	161	27	20	2.20	14.26	Bachelor's degree
21-1023	Mental health and substance abuse social workers	63	78	15	24	1.01	13.32	Master's degree
21-1029	Social workers, all other	88	104	16	18	2.51	15.34	Bachelor's degree
21-1091	Health educators	22	28	6	27	0.75	18.76	Master's degree
21-1092	Probation officers and correctional treatment specialists	29	33	4	14	0.69	20.69	Bachelor's degree
21-1093	Social and human service assistants	119	145	26	22	0.71	11.25	Moderate-term on-the-job training
21-1099	Community and social service specialists, all other	36	44	8	22	0.62	11.92	Bachelor's degree

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21-2011	Clergy	158	158	0	0	1.38	6.46	Master's degree
21-2021	Directors, religious activities and education	59	59	0	0	1.35	6.04	Bachelor's degree
21-2099	Religious workers, all other	26	26	0	0	1.35	5.97	Bachelor's degree
23-1011	Lawyers	193	251	58	30	0.48	36.39	First professional degree
23-1023	Judges, magistrate judges, and magistrates	34	38	4	12	2.88	29.25	Degree plus work experience
23-2011	Paralegals and legal assistants	73	94	21	29	0.63	17.35	Associate's degree
23-2091	Court reporters	11	14	3	27	0.70	14.21	Postsecondary vocational award
23-2092	Law clerks	27	30	3	11	1.17	15.65	Bachelor's degree
23-2093	Title examiners, abstractors, and searchers	25	29	4	16	0.67	14.88	Moderate-term on-the-job training
23-2099	Legal support workers, all other	13	16	3	23	0.47	13.67	Bachelor's degree
25-1099	Postsecondary teachers	504	629	125	25	0.70	50.07	Doctoral degree
25-2011	Preschool teachers, except special education	118	114	-4	-3	0.50	8.10	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	127	152	25	20	1.45	24.34	Bachelor's degree
25-2021	Elementary school teachers, except special education	624	735	111	18	0.81	24.10	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	466	542	76	16	1.40	25.71	Bachelor's degree
25-2023	Vocational education teachers, middle school	22	27	5	23	1.09	13.33	Degree plus work experience
25-2031	Secondary school teachers, except special and vocational education	373	415	42	11	0.73	25.91	Bachelor's degree
25-2032	Vocational education teachers, secondary school	81	83	2	2	1.59	47.22	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	78	96	18	23	0.73	46.62	Bachelor's degree
25-2042	Special education teachers, middle school	74	88	14	19	1.48	27.16	Bachelor's degree
25-2043	Special education teachers, secondary school	37	42	5	14	0.56	46.12	Bachelor's degree
25-3011	Adult literacy, remedial education, and GED teachers and instructors	49	64	15	31	0.71	7.21	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
25-3021	Self-enrichment education teachers	103	126	23	22	0.83	13.20	Work experience in a related field
25-3099	Teachers and instructors, all other	159	190	31	19	0.50	10.32	Bachelor's degree
25-4021	Librarians	82	90	8	10	1.09	19.07	Master's degree
25-4031	Library technicians	40	47	7	18	0.72	9.18	Postsecondary vocational award
25-9031	Instructional coordinators	77	97	20	26	1.18	29.65	Master's degree
25-9041	Teacher assistants	684	748	64	9	1.04	10.06	Short-term on-the-job training
25-9099	Education, training, and library workers, all other	11	12	1	9	0.21	12.81	Bachelor's degree
27-1011	Art directors	21	26	5	24	0.34	9.50	Degree plus work experience
27-1012	Craft artists	17	21	4	24	0.37	6.46	Long-term on-the-job training
27-1013	Fine artists, including painters, sculptors, and illustrators	19	23	4	21	0.38	7.28	Long-term on-the-job training
27-1014	Multi-media artists and animators	21	27	6	29	0.37	8.80	Bachelor's degree
27-1019	Artists and related workers, all other	19	24	5	26	0.41	6.96	Long-term on-the-job training
27-1021	Commercial and industrial designers	24	32	8	33	0.70	10.55	Bachelor's degree
27-1022	Fashion designers	15	20	5	33	0.60	11.28	Associate's degree
27-1023	Floral designers	43	40	-3	-7	0.93	9.38	Moderate-term on-the-job training
27-1024	Graphic designers	40	48	8	20	0.35	12.46	Bachelor's degree
27-1025	Interior designers	23	28	5	22	0.52	10.68	Associate's degree
27-1026	Merchandise displayers and window trimmers	38	45	7	18	0.80	10.47	Moderate-term on-the-job training
27-1027	Set and exhibit designers	15	20	5	33	0.69	10.89	Bachelor's degree
27-1029	Designers, all other	16	20	4	25	0.65	10.79	Bachelor's degree
27-2011	Actors	14	13	-1	-7	0.30	9.18	Long-term on-the-job training
27-2012	Producers and directors	16	18	2	13	0.28	15.32	Degree plus work experience
27-2022	Coaches and scouts	49	58	9	18	0.54	20.18	Long-term on-the-job training

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27-2032	Choreographers	10	11	1	10	0.91	14.88	Work experience in a related field
27-2041	Music directors and composers	39	45	6	15	0.52	5.96	Degree plus work experience
27-2042	Musicians and singers	78	84	6	8	0.74	7.29	Long-term on-the-job training
27-2099	Entertainers and performers, sports and related workers, all other	16	15	-1	-6	0.28	6.50	Long-term on-the-job training
27-3011	Radio and television announcers	19	19	0	0	0.75	10.77	Long-term on-the-job training
27-3022	Reporters and correspondents	18	21	3	17	0.59	16.20	Degree plus work experience
27-3031	Public relations specialists	79	94	15	19	0.64	14.37	Bachelor's degree
27-3041	Editors	31	36	5	16	0.44	16.22	Bachelor's degree
27-3043	Writers and authors	57	73	16	28	0.32	6.84	Bachelor's degree
27-3091	Interpreters and translators	31	28	-3	-10	0.47	12.35	Long-term on-the-job training
27-3099	Media and communication workers, all other	27	22	-5	-19	0.43	11.51	Long-term on-the-job training
27-4012	Broadcast technicians	14	13	-1	-7	0.75	11.03	Associate's degree
27-4021	Photographers	169	139	-30	-18	0.49	9.92	Long-term on-the-job training
29-1011	Chiropractors	39	58	19	49	1.47	38.24	First professional degree
29-1021	Dentists, general	60	64	4	7	1.31	93.22	First professional degree
29-1031	Dietitians and nutritionists	40	45	5	13	1.23	21.72	Bachelor's degree
29-1041	Optometrists	16	18	2	13	0.71	28.98	First professional degree
29-1051	Pharmacists	127	171	44	35	1.11	49.91	First professional degree
29-1069	Physicians and surgeons	454	540	86	19	1.18	98.79	First professional degree
29-1071	Physician assistants	19	24	5	26	0.61	40.31	Bachelor's degree
29-1081	Podiatrists	15	19	4	27	0.90	31.82	First professional degree
29-1111	Registered nurses	1,853	2,264	411	22	1.61	25.82	Associate's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
29-1122	Occupational therapists	73	92	19	26	1.51	26.68	Master's degree
29-1123	Physical therapists	107	141	34	32	1.19	33.38	Master's degree
29-1125	Recreational therapists	18	19	1	6	1.59	6.81	Bachelor's degree
29-1126	Respiratory therapists	62	75	13	21	1.33	30.22	Associate's degree
29-1127	Speech-language pathologists	94	109	15	16	1.55	22.03	Master's degree
29-1129	Therapists, all other	19	25	6	32	0.72	17.85	Bachelor's degree
29-1131	Veterinarians	28	31	3	11	0.88	38.32	First professional degree
29-1199	Health diagnosing and treating practitioners, all other	51	62	11	22	1.12	24.41	Bachelor's degree
29-2011	Medical and clinical laboratory technologists	93	102	9	10	1.21	20.68	Bachelor's degree
29-2012	Medical and clinical laboratory technicians	92	104	12	13	1.33	13.96	Associate's degree
29-2021	Dental hygienists	97	123	26	27	1.22	23.75	Associate's degree
29-2031	Cardiovascular technologists and technicians	41	50	9	22	1.94	19.65	Associate's degree
29-2032	Diagnostic medical sonographers	23	27	4	17	1.07	36.17	Associate's degree
29-2033	Nuclear medicine technologists	18	20	2	11	1.85	42.03	Associate's degree
29-2034	Radiologic technologists and technicians	148	168	20	14	1.64	23.31	Associate's degree
29-2041	Emergency medical technicians and paramedics	141	153	12	9	1.52	12.41	Postsecondary vocational award
29-2051	Dietetic technicians	21	23	2	10	1.78	14.72	Moderate-term on-the-job training
29-2052	Pharmacy technicians	192	249	57	30	1.44	11.20	Moderate-term on-the-job training
29-2053	Psychiatric technicians	11	12	1	9	0.39	15.26	Moderate-term on-the-job training
29-2054	Respiratory therapy technicians	89	88	-1	-1	10.11	19.58	Associate's degree
29-2055	Surgical technologists	90	109	19	21	2.27	22.95	Postsecondary vocational award
29-2056	Veterinary technologists and technicians	22	25	3	14	0.67	15.89	Associate's degree
29-2061	Licensed practical and licensed vocational nurses	632	697	65	10	1.84	17.65	Postsecondary vocational award

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29-2071	Medical records and health information technicians	115	134	19	17	1.47	12.26	Associate's degree
29-2081	Opticians, dispensing	44	45	1	2	1.15	16.38	Long-term on-the-job training
29-2091	Orthotists and prosthetists	10	11	1	10	1.68	29.57	Bachelor's degree
29-2099	Healthcare technologists and technicians, all other	27	31	4	15	0.71	19.06	Postsecondary vocational award
29-9011	Occupational health and safety specialists	24	26	2	8	1.17	17.01	Bachelor's degree
31-1011	Home health aides	954	1,267	313	33	2.41	8.61	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	1,306	1,477	171	13	1.90	8.73	Postsecondary vocational award
31-1013	Psychiatric aides	44	52	8	18	0.74	12.92	Short-term on-the-job training
31-2011	Occupational therapist assistants	12	15	3	25	1.03	16.68	Associate's degree
31-2021	Physical therapist assistants	34	46	12	35	1.22	22.49	Associate's degree
31-2022	Physical therapist aides	13	16	3	23	0.58	8.44	Short-term on-the-job training
31-9011	Massage therapists	46	32	-14	-30	1.00	7.78	Postsecondary vocational award
31-9091	Dental assistants	91	116	25	27	0.70	11.41	Moderate-term on-the-job training
31-9092	Medical assistants	161	211	50	31	0.81	11.81	Moderate-term on-the-job training
31-9093	Medical equipment preparers	24	28	4	17	0.98	13.94	Short-term on-the-job training
31-9094	Medical transcriptionists	67	76	9	13	1.47	16.33	Postsecondary vocational award
31-9095	Pharmacy aides	26	29	3	12	0.95	10.24	Short-term on-the-job training
31-9096	Veterinary assistants and laboratory animal caretakers	36	39	3	8	0.93	10.49	Short-term on-the-job training
31-9099	Healthcare support workers, all other	153	177	24	16	1.65	9.86	Short-term on-the-job training
33-1012	First-line supervisors/managers of police and detectives	19	22	3	16	0.45	26.69	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
33-1021	First-line supervisors/managers of fire fighting and prevention workers	14	17	3	21	0.61	26.17	Work experience in a related field
33-1099	First-line supervisors/managers, protective service workers, all other	13	16	3	23	0.55	18.65	Work experience in a related field
33-2011	Fire fighters	95	113	18	19	0.71	10.09	Long-term on-the-job training
33-3012	Correctional officers and jailers	138	165	27	20	0.70	12.70	Moderate-term on-the-job training
33-3021	Detectives and criminal investigators	74	93	19	26	1.54	16.98	Work experience in a related field
33-3051	Police and sheriff's patrol officers	208	244	36	17	0.69	15.42	Long-term on-the-job training
33-9021	Private detectives and investigators	23	33	10	43	0.73	9.59	Work experience in a related field
33-9032	Security guards	320	401	81	25	0.66	9.01	Short-term on-the-job training
33-9091	Crossing guards	12	13	1	8	0.39	10.54	Short-term on-the-job training
33-9092	Lifeguards, ski patrol, and other recreational protective service workers	33	37	4	12	0.59	9.72	Short-term on-the-job training
33-9099	Protective service workers, all other	15	18	3	20	0.39	12.90	Short-term on-the-job training
35-1011	Chefs and head cooks	82	89	7	9	1.36	14.28	Work experience in a related field
35-1012	First-line supervisors/managers of food preparation and serving workers	450	501	51	11	1.12	11.30	Work experience in a related field
35-2011	Cooks, fast food	757	836	79	10	2.58	6.78	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	274	295	21	8	1.43	7.00	Moderate-term on-the-job training
35-2014	Cooks, restaurant	374	393	19	5	0.95	7.90	Long-term on-the-job training
35-2015	Cooks, short order	201	203	2	1	2.13	7.14	Short-term on-the-job training
35-2021	Food preparation workers	818	920	102	12	1.94	13.43	Short-term on-the-job training
35-3011	Bartenders	89	87	-2	-2	0.37	7.26	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
35-3021	Combined food preparation and serving workers, including fast food	1,074	1,278	204	19	0.92	6.58	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	207	224	17	8	0.83	7.89	Short-term on-the-job training
35-3031	Waiters and waitresses	945	991	46	5	0.86	6.60	Short-term on-the-job training
35-3041	Food servers, nonrestaurant	70	77	7	10	0.81	7.40	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	125	133	8	6	0.65	6.31	Short-term on-the-job training
35-9021	Dishwashers	255	265	10	4	1.06	6.54	Short-term on-the-job training
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	154	161	7	5	0.94	6.89	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	174	219	45	26	0.98	9.67	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	73	97	24	33	1.03	12.51	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	1,217	1,448	231	19	1.13	7.19	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	1,191	1,343	152	13	1.40	6.41	Short-term on-the-job training
37-2019	Building cleaning workers, all other	187	265	78	42	0.81	6.70	Short-term on-the-job training
37-2021	Pest control workers	101	116	15	15	2.27	11.82	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	468	561	93	20	0.96	7.46	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	75	111	36	48	1.56	6.30	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	69	104	35	51	1.40	6.04	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	75	113	38	51	1.62	6.20	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	139	117	-22	-16	1.22	12.00	Work experience in a related field

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39-2011	Animal trainers	44	34	-10	-23	0.99	6.53	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	176	94	-82	-47	1.01	6.04	Short-term on-the-job training
39-3012	Gaming and sports book writers and runners	18	17	-1	-6	1.85	8.04	Short-term on-the-job training
39-3031	Ushers, lobby attendants, and ticket takers	22	20	-2	-9	0.45	7.06	Short-term on-the-job training
39-3091	Amusement and recreation attendants	59	67	8	14	0.52	7.51	Short-term on-the-job training
39-4021	Funeral attendants	55	61	6	11	3.64	6.65	Short-term on-the-job training
39-5011	Barbers	31	12	-19	-61	1.36	6.07	Postsecondary vocational award
39-5012	Hairdressers, hairstylists, and cosmetologists	289	173	-116	-40	1.10	8.49	Postsecondary vocational award
39-6021	Tour guides and escorts	10	12	2	20	0.54	11.16	Moderate-term on-the-job training
39-6031	Flight attendants	12	23	11	92	0.27	21.84	Long-term on-the-job training
39-9011	Child care workers	680	724	44	6	0.89	6.33	Short-term on-the-job training
39-9021	Personal and home care aides	522	743	221	42	1.30	8.90	Short-term on-the-job training
39-9031	Fitness trainers and aerobics instructors	72	74	2	3	0.58	9.74	Postsecondary vocational award
39-9032	Recreation workers	106	118	12	11	0.65	8.63	Short-term on-the-job training
39-9041	Residential advisors	21	24	3	14	0.83	12.03	Moderate-term on-the-job training
39-9099	Personal care and service workers, all other	46	20	-26	-57	0.82	6.94	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	1,449	1,567	118	8	1.39	17.97	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	349	424	75	21	0.80	28.14	Work experience in a related field
41-2011	Cashiers, except gaming	2,327	2,206	-121	-5	1.40	7.21	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
41-2012	Gaming change persons and booth cashiers	22	24	2	9	0.75	29.03	Short-term on-the-job training
41-2021	Counter and rental clerks	306	353	47	15	1.36	10.12	Short-term on-the-job training
41-2022	Parts salespersons	164	151	-13	-8	1.47	14.39	Moderate-term on-the-job training
41-2031	Retail salespersons	2,582	2,741	159	6	1.11	10.60	Short-term on-the-job training
41-3011	Advertising sales agents	73	88	15	21	0.70	9.73	Moderate-term on-the-job training
41-3021	Insurance sales agents	514	591	77	15	1.51	16.50	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	87	116	29	33	0.27	23.85	Bachelor's degree
41-3041	Travel agents	13	15	2	15	0.25	16.96	Postsecondary vocational award
41-3099	Sales representatives, services, all other	147	183	36	24	0.44	12.77	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	182	207	25	14	0.74	44.94	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	696	771	75	11	0.91	27.02	Moderate-term on-the-job training
41-9011	Demonstrators and product promoters	25	28	3	12	0.43	9.93	Moderate-term on-the-job training
41-9012	Models	10	10	0	0	--	--	Moderate-term on-the-job training
41-9021	Real estate brokers	549	788	239	44	0.70	8.18	Work experience in a related field
41-9022	Real estate sales agents	626	869	243	39	0.74	8.72	Postsecondary vocational award
41-9041	Telemarketers	35	36	1	3	0.18	9.99	Short-term on-the-job training
41-9091	Door-to-door sales workers, news and street vendors, and related workers	303	304	1	0	0.58	5.87	Short-term on-the-job training
41-9099	Sales and related workers, all other	91	97	6	7	0.54	9.57	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
43-1011	First-line supervisors/managers of office and administrative support workers	749	816	67	9	1.05	18.67	Work experience in a related field
43-2011	Switchboard operators, including answering service	92	85	-7	-8	1.10	10.13	Short-term on-the-job training
43-2021	Telephone operators	34	22	-12	-35	2.43	13.34	Short-term on-the-job training
43-3011	Bill and account collectors	249	297	48	19	1.22	10.48	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	334	361	27	8	1.32	11.03	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	962	1,124	162	17	0.91	13.18	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	126	139	13	10	1.26	11.84	Moderate-term on-the-job training
43-3061	Procurement clerks	32	34	2	6	0.89	13.04	Short-term on-the-job training
43-3071	Tellers	280	349	69	25	0.97	14.00	Short-term on-the-job training
43-4011	Brokerage clerks	53	60	7	13	1.48	17.40	Moderate-term on-the-job training
43-4021	Correspondence clerks	10	11	1	10	--	--	Short-term on-the-job training
43-4031	Court, municipal, and license clerks	69	79	10	14	1.36	14.79	Short-term on-the-job training
43-4041	Credit authorizers, checkers, and clerks	54	47	-7	-13	1.68	12.15	Short-term on-the-job training
43-4051	Customer service representatives	683	873	190	28	0.65	11.03	Moderate-term on-the-job training
43-4061	Eligibility interviewers, government programs	13	14	1	8	0.25	15.33	Moderate-term on-the-job training
43-4071	File clerks	79	55	-24	-30	0.70	8.80	Short-term on-the-job training
43-4081	Hotel, motel, and resort desk clerks	264	274	10	4	2.56	8.39	Short-term on-the-job training
43-4111	Interviewers, except eligibility and loan	141	162	21	15	1.26	10.45	Short-term on-the-job training
43-4121	Library assistants, clerical	24	28	4	17	0.45	7.87	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
43-4131	Loan interviewers and clerks	345	290	-55	-16	2.81	17.07	Short-term on-the-job training
43-4141	New accounts clerks	59	55	-4	-7	1.53	18.31	Work experience in a related field
43-4151	Order clerks	74	64	-10	-14	0.59	11.67	Short-term on-the-job training
43-4161	Human resources assistants, except payroll and timekeeping	100	119	19	19	1.28	12.61	Short-term on-the-job training
43-4171	Receptionists and information clerks	586	669	83	14	1.06	9.47	Short-term on-the-job training
43-4181	Reservation and transportation ticket agents and travel clerks	75	74	-1	-1	0.97	11.38	Short-term on-the-job training
43-4199	Information and record clerks, all other	66	64	-2	-3	0.60	10.74	Short-term on-the-job training
43-5011	Cargo and freight agents	12	15	3	25	0.31	18.31	Moderate-term on-the-job training
43-5021	Couriers and messengers	90	105	15	17	0.62	18.51	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	50	60	10	20	1.07	13.36	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	93	97	4	4	1.04	12.53	Moderate-term on-the-job training
43-5041	Meter readers, utilities	18	17	-1	-6	0.85	6.40	Short-term on-the-job training
43-5051	Postal service clerks	33	36	3	9	0.90	22.23	Short-term on-the-job training
43-5052	Postal service mail carriers	173	190	17	10	1.12	21.86	Short-term on-the-job training
43-5053	Postal service mail sorters, processors, and processing machine operators	124	124	0	0	1.32	21.04	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	107	130	23	21	0.78	14.17	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	322	363	41	13	0.89	9.56	Short-term on-the-job training
43-5081	Stock clerks and order fillers	618	569	-49	-8	0.76	8.68	Short-term on-the-job training
43-5111	Weighers, measurers, checkers, and samplers, recordkeeping	68	62	-6	-9	1.81	11.17	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
43-6011	Executive secretaries and administrative assistants	616	716	100	16	0.78	15.33	Moderate-term on-the-job training
43-6012	Legal secretaries	176	212	36	20	1.03	15.79	Postsecondary vocational award
43-6013	Medical secretaries	272	317	45	17	1.19	13.19	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	1,050	1,084	34	3	1.11	11.55	Moderate-term on-the-job training
43-9011	Computer operators	52	43	-9	-17	0.84	16.85	Moderate-term on-the-job training
43-9021	Data entry keyers	227	240	13	6	1.37	10.87	Moderate-term on-the-job training
43-9022	Word processors and typists	49	52	3	6	0.54	10.70	Moderate-term on-the-job training
43-9031	Desktop publishers	12	16	4	33	0.55	13.86	Postsecondary vocational award
43-9041	Insurance claims and policy processing clerks	150	187	37	25	1.21	15.37	Moderate-term on-the-job training
43-9051	Mail clerks and mail machine operators, except postal service	32	31	-1	-3	0.43	8.86	Short-term on-the-job training
43-9061	Office clerks, general	1,310	1,488	178	14	0.85	9.59	Short-term on-the-job training
43-9071	Office machine operators, except computer	13	14	1	8	0.29	11.52	Short-term on-the-job training
43-9081	Proofreaders and copy markers	15	19	4	27	1.53	11.39	Short-term on-the-job training
43-9199	Office and administrative support workers, all other	68	70	2	3	0.46	9.74	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	19	28	9	47	0.98	20.67	Work experience in a related field
45-2011	Agricultural inspectors	23	25	2	9	3.07	18.22	Work experience in a related field
45-2041	Graders and sorters, agricultural products	93	100	7	8	3.41	11.49	Work experience in a related field
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	52	64	12	23	0.37	10.44	Short-term on-the-job training
45-2099	Agricultural workers, all other	10	11	1	10	--	--	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
45-3011	Fishers and related fishing workers	26	33	7	27	0.56	6.01	Moderate-term on-the-job training
45-4021	Fallers	24	34	10	42	2.33	17.52	Moderate-term on-the-job training
45-4022	Logging equipment operators	73	98	25	34	3.64	16.02	Moderate-term on-the-job training
45-4023	Log graders and scalers	16	24	8	50	1.80	18.49	Moderate-term on-the-job training
45-4029	Logging workers, all other	11	19	8	73	1.19	18.99	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	437	492	55	13	0.86	22.04	Work experience in a related field
47-2021	Brickmasons and blockmasons	49	48	-1	-2	0.66	16.40	Long-term on-the-job training
47-2022	Stonemasons	18	21	3	17	0.71	20.82	Long-term on-the-job training
47-2031	Carpenters	632	690	58	9	0.77	17.34	Long-term on-the-job training
47-2041	Carpet installers	16	19	3	19	0.53	19.58	Moderate-term on-the-job training
47-2042	Floor layers, except carpet, wood, and hard tiles	16	18	2	13	0.81	19.07	Moderate-term on-the-job training
47-2043	Floor sanders and finishers	14	17	3	21	0.86	19.83	Moderate-term on-the-job training
47-2044	Tile and marble setters	40	46	6	15	1.06	14.76	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	34	40	6	18	0.31	14.20	Moderate-term on-the-job training
47-2061	Construction laborers	476	552	76	16	0.71	13.52	Moderate-term on-the-job training
47-2071	Paving, surfacing, and tamping equipment operators	37	46	9	24	1.17	13.94	Moderate-term on-the-job training
47-2072	Pile-driver operators	12	14	2	17	0.79	19.72	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	178	212	34	19	0.88	13.66	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
47-2081	Drywall and ceiling tile installers	73	75	2	3	0.86	14.74	Moderate-term on-the-job training
47-2082	Tapers	20	23	3	15	0.55	20.68	Moderate-term on-the-job training
47-2111	Electricians	366	352	-14	-4	1.04	15.92	Long-term on-the-job training
47-2121	Glaziers	19	19	0	0	0.70	14.29	Long-term on-the-job training
47-2131	Insulation workers, floor, ceiling, and wall	11	11	0	0	0.70	13.39	Moderate-term on-the-job training
47-2132	Insulation workers, mechanical	11	12	1	9	0.82	14.32	Moderate-term on-the-job training
47-2141	Painters, construction and maintenance	207	247	40	19	0.77	17.85	Moderate-term on-the-job training
47-2151	Pipelayers	48	56	8	17	0.89	16.39	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	181	224	43	24	0.77	19.32	Long-term on-the-job training
47-2161	Plasterers and stucco masons	15	16	1	7	0.52	17.24	Long-term on-the-job training
47-2181	Roofers	53	47	-6	-11	0.59	15.49	Moderate-term on-the-job training
47-2211	Sheet metal workers	234	282	48	21	2.54	13.21	Long-term on-the-job training
47-2221	Structural iron and steel workers	16	17	1	6	0.46	18.18	Long-term on-the-job training
47-3011	Helpers, brickmasons, blockmasons, stonemasons, and tile and marble setters	29	24	-5	-17	0.94	9.37	Short-term on-the-job training
47-3012	Helpers, carpenters	98	89	-9	-9	1.92	11.02	Short-term on-the-job training
47-3013	Helpers, electricians	58	49	-9	-16	1.17	10.00	Short-term on-the-job training
47-3014	Helpers, painters, paperhangers, plasterers, and stucco masons	11	11	0	0	0.90	12.08	Short-term on-the-job training
47-3015	Helpers, pipelayers, plumbers, pipefitters, and steamfitters	51	64	13	25	1.27	14.05	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
47-3019	Helpers, construction trades, all other	10	11	1	10	--	--	Short-term on-the-job training
47-4011	Construction and building inspectors	34	40	6	18	0.56	18.91	Work experience in a related field
47-4031	Fence erectors	11	15	4	36	0.70	15.79	Moderate-term on-the-job training
47-4041	Hazardous materials removal workers	24	26	2	8	1.29	13.74	Moderate-term on-the-job training
47-4071	Septic tank servicers and sewer pipe cleaners	15	17	2	13	1.20	13.04	Moderate-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	255	282	27	11	1.16	17.34	Work experience in a related field
49-2011	Computer, automated teller, and office machine repairers	97	116	19	20	1.09	10.31	Postsecondary vocational award
49-2022	Telecommunications equipment installers and repairers, except line installers	216	224	8	4	2.15	16.32	Long-term on-the-job training
49-2092	Electric motor, power tool, and related repairers	19	18	-1	-5	1.67	11.04	Postsecondary vocational award
49-2093	Electrical and electronics installers and repairers, transportation equipment	13	12	-1	-8	1.42	24.08	Postsecondary vocational award
49-2094	Electrical and electronics repairers, commercial and industrial equipment	23	24	1	4	0.62	21.45	Postsecondary vocational award
49-2096	Electronic equipment installers and repairers, motor vehicles	15	16	1	7	1.58	13.89	Postsecondary vocational award
49-2097	Electronic home entertainment equipment installers and repairers	22	29	7	32	0.82	14.25	Postsecondary vocational award
49-2098	Security and fire alarm systems installers	22	23	1	5	0.75	12.86	Postsecondary vocational award
49-3011	Aircraft mechanics and service technicians	46	55	9	20	0.78	19.93	Postsecondary vocational award
49-3021	Automotive body and related repairers	248	268	20	8	2.73	16.28	Long-term on-the-job training
49-3022	Automotive glass installers and repairers	16	17	1	6	1.46	14.08	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	445	540	95	21	1.13	12.48	Postsecondary vocational award

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49-3031	Bus and truck mechanics and diesel engine specialists	158	184	26	16	1.20	14.23	Postsecondary vocational award
49-3042	Mobile heavy equipment mechanics, except engines	58	73	15	26	0.99	18.26	Postsecondary vocational award
49-3051	Motorboat mechanics	31	36	5	16	2.17	12.09	Long-term on-the-job training
49-3052	Motorcycle mechanics	18	23	5	28	1.34	12.74	Long-term on-the-job training
49-3053	Outdoor power equipment and other small engine mechanics	20	21	1	5	1.15	13.43	Moderate-term on-the-job training
49-3093	Tire repairers and changers	25	27	2	8	0.51	11.54	Short-term on-the-job training
49-9012	Control and valve installers and repairers, except mechanical door	20	20	0	0	0.99	11.04	Moderate-term on-the-job training
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	187	226	39	21	1.20	18.79	Long-term on-the-job training
49-9031	Home appliance repairers	49	57	8	16	1.23	7.12	Long-term on-the-job training
49-9041	Industrial machinery mechanics	207	254	47	23	1.69	13.73	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	937	1,058	121	13	1.41	12.93	Moderate-term on-the-job training
49-9043	Maintenance workers, machinery	47	49	2	4	1.22	15.45	Short-term on-the-job training
49-9044	Millwrights	44	54	10	23	1.74	16.57	Long-term on-the-job training
49-9051	Electrical power-line installers and repairers	21	25	4	19	0.40	12.98	Long-term on-the-job training
49-9052	Telecommunications line installers and repairers	73	75	2	3	0.87	19.96	Long-term on-the-job training
49-9062	Medical equipment repairers	15	20	5	33	0.79	13.85	Associate's degree
49-9069	Precision instrument and equipment repairers, all other	11	14	3	27	1.11	13.04	Moderate-term on-the-job training
49-9091	Coin, vending, and amusement machine servicers and repairers	36	40	4	11	1.15	15.94	Moderate-term on-the-job training
49-9092	Commercial divers	11	14	3	27	0.90	8.09	Moderate-term on-the-job training

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49-9093	Fabric menders, except garment	12	15	3	25	1.03	8.52	Moderate-term on-the-job training
49-9094	Locksmiths and safe repairers	20	27	7	35	1.10	9.73	Moderate-term on-the-job training
49-9097	Signal and track switch repairers	13	17	4	31	0.99	12.94	Moderate-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	129	145	16	12	1.69	8.93	Short-term on-the-job training
49-9099	Installation, maintenance, and repair workers, all other	35	43	8	23	0.49	14.02	Moderate-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	468	542	74	16	1.41	20.58	Work experience in a related field
51-2022	Electrical and electronic equipment assemblers	34	31	-3	-9	0.33	15.60	Short-term on-the-job training
51-2023	Electromechanical equipment assemblers	13	18	5	38	0.48	13.01	Short-term on-the-job training
51-2031	Engine and other machine assemblers	64	97	33	52	3.09	12.82	Short-term on-the-job training
51-2041	Structural metal fabricators and fitters	77	102	25	32	1.62	15.96	Moderate-term on-the-job training
51-2091	Fiberglass laminators and fabricators	32	50	18	56	1.67	21.25	Moderate-term on-the-job training
51-2092	Team assemblers	1,148	1,546	398	35	1.94	12.10	Moderate-term on-the-job training
51-2099	Assemblers and fabricators, all other	143	176	33	23	1.03	10.30	Moderate-term on-the-job training
51-3011	Bakers	18	19	1	6	0.26	12.37	Long-term on-the-job training
51-3021	Butchers and meat cutters	78	76	-2	-3	1.28	12.73	Long-term on-the-job training
51-3022	Meat, poultry, and fish cutters and trimmers	36	36	0	0	0.53	11.55	Short-term on-the-job training
51-3023	Slaughterers and meat packers	63	53	-10	-16	1.11	9.07	Moderate-term on-the-job training
51-3092	Food batchmakers	32	35	3	9	0.72	11.00	Short-term on-the-job training
51-3093	Food cooking machine operators and tenders	15	14	-1	-7	0.75	12.01	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-4011	Computer-controlled machine tool operators, metal and plastic	43	66	23	53	0.65	15.91	Moderate-term on-the-job training
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic	43	35	-8	-19	0.99	11.41	Moderate-term on-the-job training
51-4022	Forging machine setters, operators, and tenders, metal and plastic	15	18	3	20	1.06	13.02	Moderate-term on-the-job training
51-4023	Rolling machine setters, operators, and tenders, metal and plastic	10	11	1	10	0.61	9.94	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	168	206	38	23	1.32	9.07	Moderate-term on-the-job training
51-4032	Drilling and boring machine tool setters, operators, and tenders, metal and plastic	24	25	1	4	1.23	14.25	Moderate-term on-the-job training
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	65	94	29	45	1.38	12.92	Moderate-term on-the-job training
51-4034	Lathe and turning machine tool setters, operators, and tenders, metal and plastic	20	21	1	5	0.63	14.41	Moderate-term on-the-job training
51-4035	Milling and planing machine setters, operators, and tenders, metal and plastic	11	13	2	18	0.83	13.89	Moderate-term on-the-job training
51-4041	Machinists	359	438	79	22	1.98	14.49	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	55	47	-8	-15	0.75	10.47	Moderate-term on-the-job training
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic	38	47	9	24	0.84	12.57	Moderate-term on-the-job training
51-4111	Tool and die makers	25	35	10	40	0.55	15.75	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	575	807	232	40	3.04	13.49	Long-term on-the-job training
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders	39	51	12	31	1.15	23.00	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-4193	Plating and coating machine setters, operators, and tenders, metal and plastic	12	13	1	8	0.59	10.14	Moderate-term on-the-job training
51-5021	Job printers	20	25	5	25	0.82	11.42	Long-term on-the-job training
51-5023	Printing machine operators	41	52	11	27	0.44	7.13	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	169	155	-14	-8	1.34	7.24	Moderate-term on-the-job training
51-6021	Pressers, textile, garment, and related materials	92	66	-26	-28	2.53	6.00	Short-term on-the-job training
51-6031	Sewing machine operators	127	89	-38	-30	1.10	8.50	Moderate-term on-the-job training
51-6051	Sewers, hand	36	44	8	22	1.06	7.32	Short-term on-the-job training
51-6052	Tailors, dressmakers, and custom sewers	38	46	8	21	0.87	7.40	Long-term on-the-job training
51-6091	Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers	20	11	-9	-45	2.44	11.70	Moderate-term on-the-job training
51-6093	Upholsterers	35	44	9	26	0.75	7.08	Long-term on-the-job training
51-7011	Cabinetmakers and bench carpenters	45	58	13	29	0.65	12.29	Long-term on-the-job training
51-7021	Furniture finishers	11	14	3	27	0.54	6.75	Long-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	65	76	11	17	2.07	17.98	Moderate-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	153	216	63	41	3.25	9.71	Moderate-term on-the-job training
51-8013	Power plant operators	11	11	0	0	0.66	11.92	Long-term on-the-job training
51-8021	Stationary engineers and boiler operators	16	18	2	13	0.78	14.96	Long-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	86	102	16	19	1.72	13.53	Long-term on-the-job training
51-8091	Chemical plant and system operators	85	54	-31	-36	3.39	19.03	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-9011	Chemical equipment operators and tenders	209	168	-41	-20	8.69	18.43	Moderate-term on-the-job training
51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	86	97	11	13	4.20	16.80	Moderate-term on-the-job training
51-9021	Crushing, grinding, and polishing machine setters, operators, and tenders	10	10	0	0	--	--	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	54	51	-3	-6	0.82	13.92	Moderate-term on-the-job training
51-9032	Cutting and slicing machine setters, operators, and tenders	11	12	1	9	0.30	6.88	Moderate-term on-the-job training
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	36	34	-2	-6	0.92	9.81	Moderate-term on-the-job training
51-9051	Furnace, kiln, oven, drier, and kettle operators and tenders	12	13	1	8	0.94	11.90	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	372	428	56	15	1.60	11.20	Moderate-term on-the-job training
51-9071	Jewelers and precious stone and metal workers	14	18	4	29	0.58	17.41	Postsecondary vocational award
51-9081	Dental laboratory technicians	52	54	2	4	2.30	12.91	Long-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	158	170	12	8	0.87	10.16	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	67	75	8	12	1.33	9.67	Moderate-term on-the-job training
51-9122	Painters, transportation equipment	26	34	8	31	0.96	13.87	Long-term on-the-job training
51-9123	Painting, coating, and decorating workers	13	18	5	38	0.80	10.63	Short-term on-the-job training
51-9132	Photographic processing machine operators	18	11	-7	-39	0.67	8.87	Short-term on-the-job training
51-9195	Molders, shapers, and casters, except metal and plastic	10	15	5	50	0.46	12.71	Moderate-term on-the-job training
51-9196	Paper goods machine setters, operators, and tenders	116	135	19	16	2.18	9.68	Moderate-term on-the-job training
51-9197	Tire builders	43	42	-1	-2	4.02	15.60	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-9198	Helpers--Production workers	453	516	63	14	1.78	5.86	Short-term on-the-job training
51-9199	Production workers, all other	120	140	20	17	0.87	10.11	Moderate-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	101	118	17	17	1.16	17.43	Work experience in a related field
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	120	135	15	13	1.13	20.66	Work experience in a related field
53-2012	Commercial pilots	27	33	6	22	1.55	21.05	Postsecondary vocational award
53-3011	Ambulance drivers and attendants, except emergency medical technicians	70	77	7	10	7.05	8.44	Moderate-term on-the-job training
53-3021	Bus drivers, transit and intercity	70	82	12	17	0.72	8.79	Moderate-term on-the-job training
53-3022	Bus drivers, school	235	267	32	14	1.03	9.08	Short-term on-the-job training
53-3031	Driver/sales workers	474	506	32	7	1.60	17.15	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	1,019	1,148	129	13	1.13	17.68	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	696	790	94	14	1.25	13.04	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	78	90	12	15	0.53	6.75	Short-term on-the-job training
53-3099	Motor vehicle operators, all other	10	10	0	0	--	--	Short-term on-the-job training
53-4019	Locomotive engineers and operators	15	16	1	7	0.81	23.87	Moderate-term on-the-job training
53-4031	Railroad conductors and yardmasters	10	12	2	20	0.71	24.74	Moderate-term on-the-job training
53-6021	Parking lot attendants	23	23	0	0	0.36	8.70	Short-term on-the-job training
53-6031	Service station attendants	20	22	2	10	0.46	12.99	Short-term on-the-job training
53-7011	Conveyor operators and tenders	28	30	2	7	1.25	9.12	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
53-7021	Crane and tower operators	14	16	2	14	0.61	14.00	Long-term on-the-job training
53-7032	Excavating and loading machine and dragline operators	32	40	8	25	0.89	17.34	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	300	313	13	4	1.00	9.83	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	222	250	28	13	1.32	8.39	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	1,704	1,815	111	7	1.49	8.04	Short-term on-the-job training
53-7063	Machine feeders and offbearers	85	90	5	6	1.22	6.89	Short-term on-the-job training
53-7064	Packers and packagers, hand	303	292	-11	-4	0.77	5.87	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	155	160	5	3	2.24	9.63	Short-term on-the-job training
53-7199	Material moving workers, all other	10	11	1	10	0.43	11.08	Moderate-term on-the-job training
		81,136	92,101	10,966	14		15.41	


at least 1.25 greater than \$15.41

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Florence County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Crop Production	111	17	9	5	-8	-47.1	-17.6	-9.3
Forestry and Logging	113	24	19	9	-5.0	-20.8	-26.0	-15.2
Support Activities for Agriculture and Forestry	115	11	7	3	-4.0	-36.4	-13.0	1.8
Utilities	221	7	3	17	-4.0	-57.1	-8.8	-0.9
Construction of Buildings	236	133	100	7	-33.0	-24.8	-0.4	15.4
Heavy and Civil Engineering Construction	237	22	15	11	-7.0	-31.8	-2.0	-2.3
Specialty Trade Contractors	238	227	180	12	-47.0	-20.7	-6.4	12.9
Food Manufacturing	311	12	11	39	-1.0	-8.3	-13.3	-3.3
Textile Product Mills	314	6	8	17	2.0	33.3	-10.6	-3.3
Apparel Manufacturing	315	7	4	13	-3.0	-42.9	-40.1	-33.0
Wood Product Manufacturing	321	10	9	100	-1.0	-10.0	-6.4	-5.7
Paper Manufacturing	322	7	9	81	2.0	28.6	12.2	-7.5
Printing and Related Support Activities	323	11	7	9	-4.0	-36.4	-15.0	-12.3
Nonmetallic Mineral Product Manufacturing	327	8	11	20	3.0	37.5	4.0	3.0
Fabricated Metal Product Manufacturing	332	26	20	45	-6.0	-23.1	-6.1	-3.0
Machinery Manufacturing	333	12	11	102	-1.0	-8.3	-23.7	-11.1
Computer and Electronic Product Manufacturing	334	4	4		0.0	0.0	-6.3	-11.2
Miscellaneous Manufacturing	339	6	8	3	2.0	33.3	9.5	-0.9
Merchant Wholesalers, Durable Goods	423	112	111	12	-1.0	-0.9	0.6	-5.6
Merchant Wholesalers, Nondurable Goods	424	54	40	25	-14.0	-25.9	-5.0	-3.5
Wholesale Electronic Markets and Agents and Brokers	425	31	17	4	-14.0	-45.2	31.7	38.3
Motor Vehicle and Parts Dealers	441	111	104	11	-7.0	-6.3	-11.6	2.2
Furniture and Home Furnishings Stores	442	36	32	7	-4.0	-11.1	-11.3	3.8
Electronics and Appliance Stores	443	36	32	9	-4.0	-11.1	-16.7	-4.7
Building Material and Garden Equipment and Supplies Dealers	444	50	51	18	1.0	2.0	-8.8	0.9
Food and Beverage Stores	445	80	75	17	-5.0	-6.3	-18.2	-0.5
Health and Personal Care Stores	446	54	64	8	10.0	18.5	9.1	10.2
Gasoline Stations	447	102	88	8	-14.0	-13.7	-2.8	-1.9

Florence County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Clothing and Clothing Accessories Stores	448	89	81	7	-8.0	-9.0	-5.3	4.6
Sporting Goods, Hobby, Book, and Music Stores	451	30	34	8	4	13.3	-11.1	-6.5
General Merchandise Stores	452	39	42	47	3	7.7	17.5	13.3
Miscellaneous Store Retailers	453	90	65	6	-25	-27.8	-23.9	-8.6
Nonstore Retailers	454	13	12	22	-1	-7.7	-17.9	11.9
Truck Transportation	484	70	56	11	-14	-20.0	-5.1	5.4
Support Activities for Transportation	488	18	25	7	7	38.9	-6.0	7.6
Warehousing and Storage	493	10	7	43	-3	-30.0	-13.8	14.5
Motion Picture and Sound Recording Industries	512	6	5	15	-1	-16.7	-9.6	-2.1
Telecommunications	517	21	22	11	1	4.8	0.0	9.3
Credit Intermediation and Related Activities	522	132	136	15	4	3.0	12.2	23.8
Insurance Carriers and Related Activities	524	75	69	13	-6	-8.0	0.3	6.7
Real Estate	531	72	72	4	0	0.0	18.8	23.8
Rental and Leasing Services	532	33	30	9	-3	-9.1	-8.3	1.7
Professional, Scientific, and Technical Services	541	242	220	9	-22	-9.1	2.1	14.3
Management of Companies and Enterprises	551	6	13	38	7	116.7	74.2	29.1
Administrative and Support Services	561	144	133	20	-11	-7.6	2.2	13.0
Waste Management and Remediation Services	562	10	9	20	-1	-10.0	3.9	15.6
Educational Services	611	15	22	9	7	46.7	14.1	23.7
Ambulatory Health Care Services	621	245	224	15	-21	-8.6	7.4	13.3
Hospitals	622	5	5	475	0	0.0	42.1	7.6
Nursing and Residential Care Facilities	623	28	21	66	-7	-25.0	0.4	8.8
Social Assistance	624	71	61	14	-10	-14.1	-5.0	29.4
Amusement, Gambling, and Recreation Industries	713	32	28	20	-4	-12.5	-14.4	12.9
Accommodation	721	47	47	22	0	0.0	-3.4	3.5
Food Services and Drinking Places	722	221	207	23	-14	-6.3	-0.2	12.2
Repair and Maintenance	811	151	120	7	-31	-20.5	-18.3	-0.4
Personal and Laundry Services	812	72	50	10	-22	-30.6	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	25	23	8	-2	-8.0	-2.0	3.3
Private Households	814	146	122	1	-24	-16.4	4.6	24.9

 growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Florence County Employment by Industry Sector

Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Total		63,445	62,829	-616	-1.0			33,065	14%

6 star sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Ambulatory Health Care Services	621	2766	3273	507	18.3	1.37	11	51,594	AA

5 star sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Wood Product Manufacturing	321	435	903	468	107.6	4.01	499	38,914	BA
Nonmetallic Mineral Product Manufacturing	327	139	225	86	61.9	1.03	91	33,498	A
Machinery Manufacturing	333	933	1120	187	20.0	2.16	216	44,795	BA
Electronics and Appliance Stores	443	209	300	91	43.5	1.26	85	20,637	A
Warehousing and Storage	493	120	299	179	149.2	1.04	144	34,887	AA
Management of Companies and Enterprises	551	52	490	438	842.3	0.61	434	47,367	AA
Hospitals	622	1769	2373	604	34.1	1.21	452	36,538	A

4 star sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Specialty Trade Contractors	238	1939	2176	237	12.2	1.03	-48	35,096	A
Merchant Wholesalers, Nondurable Goods	424	959	1004	45	4.7	1.12	24	42,111	A
Motor Vehicle and Parts Dealers	441	1078	1138	60	5.6	1.36	42	34,650	BA
Nonstore Retailers	454	57	267	210	368.4	1.41	211	31,019	BA

<i>4 star sectors</i>		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Credit Intermediation and Related Activities	522	1867	2006	139	7.4	1.60	0	40,811	BA
Real Estate	531	220	322	102	46.4	0.49	80	25,644	AA
Rental and Leasing Services	532	246	265	19	7.7	0.96	24	33,536	A
Administrative and Support Services	561	1696	2675	979	57.7	0.76	800	20,191	AA
Social Assistance	624	664	857	193	29.1	0.86	69	13,900	AA
Repair and Maintenance	811	752	818	66	8.8	1.50	60	26,660	AA

<i>3 star or fewer sectors</i>		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Forestry and Logging	113	152	167	15	9.9	5.81	34	32,096	BA
Paper Manufacturing	322	732	727	-5	-0.7	3.64	113	59,784	BA
Fabricated Metal Product Manufacturing	332	1390	909	-481	-34.6	1.33	-493	50,994	A
Health and Personal Care Stores	446	465	539	74	15.9	1.24	42	31,068	AA
Sporting Goods, Hobby, Book, and Music Stores	451	193	279	86	44.6	0.96	88	14,621	BA
Support Activities for Transportation	488	149	187	38	25.5	0.73	18	32,511	A
Waste Management and Remediation Services	562	135	179	44	32.6	1.16	29	24,824	A
Educational Services	611	158	187	29	18.4	0.19	2	19,583	AA
Accommodation	721	990	1039	49	4.9	1.28	3	12,082	BA
Miscellaneous Manufacturing	339	18	22	4	22.2	0.08	5	26,436	BA
Merchant Wholesalers, Durable Goods	423	1320	1374	54	4.1	1.01	0	39,335	BA
Telecommunications	517	279	252	-27	-9.7	0.56	7	49,626	BA
Professional, Scientific, and Technical Services	541	1990	1876	-114	-5.7	0.56	-406	49,710	AA
Nursing and Residential Care Facilities	623	1337	1396	59	4.4	1.08	-41	21,477	A
Amusement, Gambling, and Recreation Industries	713	497	557	60	12.1	0.89	16	16,921	BA
Food Services and Drinking Places	722	4288	4690	402	9.4	1.12	-154	11,922	BA

3 star or fewer sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Support Activities for Agriculture and Forestry	115	38	19	-19	-50.0	0.13	-22	46,607	BA
Utilities	221	97	52	-45	-46.4	0.22	-38	53,854	BA
Construction of Buildings	236	820	704	-116	-14.1	0.91	-221	48,352	BA
Textile Product Mills	314	516	138	-378	-73.3	1.98	-284	19,934	D
Printing and Related Support Activities	323	127	65	-62	-48.8	0.24	-47	33,842	BA
Wholesale Electronic Markets and Agents and Brokers	425	200	64	-136	-68.0	0.18	-200	46,477	D
Building Material and Garden Equipment and Supplies Dealers	444	1054	899	-155	-14.7	1.57	-268	28,116	BA
Gasoline Stations	447	789	689	-100	-12.7	1.83	-69	16,373	BA
Clothing and Clothing Accessories Stores	448	520	581	61	11.7	0.88	-10	13,780	BA
General Merchandise Stores	452	1982	1967	-15	-0.8	1.49	-160	17,127	BA
Truck Transportation	484	623	596	-27	-4.3	0.95	-75	43,738	BA
Private Households	814	154	148	-6	-3.9	0.61	-39	12,853	A
Heavy and Civil Engineering Construction	237	288	171	-117	-40.6	0.40	-136	32,405	BA
Food Manufacturing	311	932	428	-504	-54.1	0.66	-470	31,248	BA
Apparel Manufacturing	315	184	52	-132	-71.7	0.55	-59	8,979	D
Furniture and Home Furnishings Stores	442	235	222	-13	-5.5	0.89	-27	26,055	BA
Food and Beverage Stores	445	1383	1303	-80	-5.8	1.04	-68	18,272	BA
Miscellaneous Store Retailers	453	454	394	-60	-13.2	1.03	-16	21,900	BA
Motion Picture and Sound Recording Industries	512	77	74	-3	-3.9	0.45	-1	10,435	BA
Insurance Carriers and Related Activities	524	3143	863	2,280	-72.5	0.91	-2,350	32,430	BA
Personal and Laundry Services	812	697	475	-222	-31.9	0.83	-250	18,110	D
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	231	195	-36	-15.6	0.33	-42	28,685	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 75 or more, 2002-2007 employment growth rate greater than 0% (since total employment in Florence County declined), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$33,065 (2007 average for all jobs in Florence County), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in Florence County divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in Florence County; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in Florence County after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



South Carolina
Department of Commerce
1201 Main Street, Suite 1600
Columbia, SC 29201

(800) 868-7232
(803) 737-0400
www.sccommerce.com